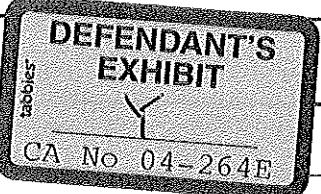


EMPLOYMENT INTERVIEW ANALYSIS

<u>Rowena Wagner</u>		Position Applied for
<u>Elem. Ed.</u>		
Areas of Certification		
Name of Interviewer		
<u>3-11-04</u>		
Date of this Interview		
		

TRAITS	1	2	3	4	RATING
	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	2
COMMENTS:	<p>across curriculum, mentioned most components.</p> <p>Standards - all aspects of curriculum.</p>				
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS:	<p>- Explain procedures 1st week of sch. Rehearse & reinforce.</p> <p>Post rules/consequences.</p> <p>- Vary teaching style to accommodate diverse learners.</p> <p>grouping - strengths & weaknesses - Ind. needs. Modif. & adapt.</p>				
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS:	<p>Various informal discussed.</p> <p>- Vary activities. guided rdg. cooperative Lng.</p> <p>One on one along w/ whole class instruc. m.</p>				

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
<p>COMMENTS:</p> <p>Special ed. maybe masters in admin. Integrity - honest & sincere Team - working as one cooperatively. Conf - stays in this room. St. record - not dated w/ others yrs less directly involved.</p>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	3
<p>COMMENTS:</p>					
POISE/ PERSONALITY/ COMMUNIATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
<p>COMMENTS:</p>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0/1

17/24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

<u>Becky Kelly</u> Name of Applicant	<u>Gifted Ed</u> Position Applied for
<u>Early Childhood degree, Autism, Software Tech for Spec. Ed., GTEP undg</u> Areas of Certification	
<u>Kurt Meeder</u> Name of Interviewer	
<u>5-3-04</u> Date of this Interview	

TRAITS	1. UNSATISFACTORY	2. SOME DEFICIENCIES EVIDENT	3. SATISFACTORY	4. EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:	<p>Standards- differentiated instruction opportunity. More student along continuum.</p> <p>Assessment - drive instruction - basis of knowing where stud. is.</p>				
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:	<p>High Quality - Each will be different. Use rubrics, projects will be different.</p> <p>Mgt. System. - Set expectations. Set tone for entire classroom.</p>				
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS:	<p>Model - Ch. 16 says we need to do more individualization. Reg ed, admin, Gifted & Chrs. Cooperation needed.</p> <p>eg, acceleration, compacting, etc..</p> <p>Instruction - variety to meet each ind. needs. Bloom Taxonomy. Accelerate content & broaden experience. Change process of delivery - similar to other spec. ed.</p> <p>Technology - everchanging. Person then move along</p>				

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
<p>COMMENTS: Masters degree. Act 48 hours per year. Columbia/Purdue. Searching online for gifted. (not in PA) Communicate. GEDP - Clear communication. Phone call.</p> <p>Integrity - Honest relationships w/ admin/parents/students. Confidentiality - Can't release now, need to know. Teamwork - Str. initiatives str. framework. Support for parents/students.</p>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	frame work Support for parents/students 4
<p>COMMENTS:</p>					
POISE/ PERSONALITY/ COMMUNICATIION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
<p>COMMENTS:</p>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

6/1

22/24

23

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant	Leslie Jensen		Position Applied for	Gifted Ed
Areas of Certification	Music Ed (3 states, 8 yrs. experience)			
Name of Interviewer	Kurt Meader			
Date of this Interview	5-3-04			

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3

COMMENTS: Standards - use as a guide. Assessment - individual projects lets you know where students are. High Quality - expectations. Take their interest & expand upon. Teacher facilitator & motivator to reach stud. potential.

II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
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COMMENTS: Class Mgt. - establish respect - Student input for rules/expectations. Effective model - Bloom's Taxonomy, other models supported by Bloom. Methods of Instruction - Critical thinking skills, research based, menu of topics, creativity skills, leadership skills.

III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
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COMMENTS: Technology - power point, arts, use of Allegany College.

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS:	<p>Working on Masters in Gifted ed. Online Missouri.</p> <p>2 years left in program.</p> <p>Adjusting teaching at colleges in the area.</p> <p>Integrity - students can develop guidelines.</p> <p>Teamwork - vital to Child. Center.</p> <p>Confidentiality - trust relationships.</p> <p>Communication - phone calls, letters.</p> <p>Family Night before School starts</p>				
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATIION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0 / 1

20 / 24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant	Amy Szalewicz				
Areas of Certification	Elem / Early Childhood (Working on most in Reading)				
Name of Interviewer					
Date of this Interview	3-4-04				

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4

COMMENTS: Demonstrated in portfolio the components of Bal. Lit.
Focused on writing workshops & diff genres.

II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
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COMMENTS: School-wide discipline
Activities for incentives.

III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
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COMMENTS:

mult. intelligences
Individual needs

Running Records Observations
Look at work to decide what to work on.

Mentored PSSA focus
Rubric

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
<p>COMMENTS: Masters - considering doctorate Integrity - 3 Conf - not releasing info - as needed Team work - working together.</p>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
<p>COMMENTS:</p>					
POISE/ PERSONALITY/ COMMUNIATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
<p>COMMENTS: Asked about feasibility study - reduction of portfolios? Newsletter to parents - portfolio Checklist sent home to parent every 2 weeks. - portfolio Homework activity lists - portfolio.</p>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1 /1

24 /24

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant	Bob Bacylak				
Areas of Certification	Elem. Ed. (2 classes shy of Masters) (Psych degree)				
Name of Interviewer					
Date of this Interview	11-04				
Position Applied for					

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:	<p>Need organization - mentioned most aspects. too leveled reading. Centers - Ongoing assessments. Natural & obvious extension of today. Standards - mentioned main - unsure of others</p>				
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS:	<p>- Proactive & partnership w/ parents. Communicate w/ parents. Tchr/st. partnership - fun & interactive. - Diversity of students calls for wide array of activities. Individual needs.</p>				
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS:	<p>Formal assessment - observation. Ongoing - make decisions based on. Address diff. learning styles. Referred to rubrics (not by name) (Implied) Implied Differentiated Instruction.</p>				

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:	<p>2 classes shy of Masters in Elem Ed.</p> <p>Interested in research in the district.</p> <p>Seeks answers from others. Interested in Admin.</p> <p>Teamwork - cooperation - learning for each other - best interest of child.</p> <p>Integrity - responsibility, honor, trust - professionalism.</p>				
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNIATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance 1 /1

22 /24

23

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EMPLOYMENT INTERVIEW ANALYSIS

<u>Erin Bourquin</u>		Position Applied for
Name of Applicant		
<u>Elem. Ed.</u>	(concentration in Science)	
Areas of Certification		
Name of Interviewer		
<u>3-9-04</u>		
Date of this Interview		

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:	<p>Comments: Comp. literacy - 8 parts - all tied into each other. Shared rdg. 4 indep. rdg., Reading, responses, Guided reading, like it think aloud. Kid writing takes organization Standards Long. Arts, Sci., SS., math,</p>				
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:	<p>Proactive discipline plan to prevent problems. Modeling & Divergent thinking beforehand. Retesting. Age-based consequences. 4 Practice behaviors on their time. Parent communication. Hierarchy of severity of consequences. Post rules. How to do it Egocentric peer work, stations, ability grouping, Title I - collaboration.</p>				
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:	<p>Informal - pre-assessment, ongoing assessments & diagnostic - One-on-one</p> <p>Formal - make relative to what you've done. (Change problem tomorrow Use PSSA & Standards as a guide</p>				

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
<p>COMMENTS:</p> <p>Master in Reading - looking forward. Learned more in last 1 1/2 yrs. than all of college Self read. Continuous Integrity - Be true to who you are, Stand behind Confid - mentioned Par, Tech of students Team work - work at 11th grade level, adm etc</p>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
<p>COMMENTS:</p>					
POISE/ PERSONALITY/ COMMUNICATON SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
<p>COMMENTS:</p> <p>Well organized - both portfolio + thoughts. Witsness - always knowing what's going on around you.</p>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance 1

24 124

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

<u>Tammy Foster</u>		Position Applied for
Name of Applicant		
<u>Elem. Ed.</u>		
Areas of Certification		
Name of Interviewer		
<u>3-11-04</u>		
Date of this Interview		

TRAITS	1	2	3	4	RATING
	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS:	<p>Centers, Writing w/s, Read Alouds, Book Talk Manners, make it meaningful to stud. Incorporate standards.</p> <p>Standards- Rdg/Writ/ Sci/ & SS.</p>				
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS:	<p>- Physical arrangements. Centers not distracting, Deneanore.</p> <p>- Different Leng. Styles. Know levels of students through assessments.</p>				
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS:	<p>- Portfolios, oral reports, etc..</p> <p>- vary methods. Comfortable atmosphere</p>				

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
<p>COMMENTS:</p> <p>Master's degree. Role model. Integrity - honesty & values. Conf. - respect privacy - don't talk in + for longer, etc. Teamwork - cannot reach goal by self. - parent & other leaders.</p>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
<p>COMMENTS:</p>					
POISE/ PERSONALITY/ COMMUNICATIION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
<p>COMMENTS:</p>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0 /1

21 /24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

<u>Lisa Taormino</u>		Position Applied for
Name of Applicant		
<u>Elem Ed</u> <u>(finishing masters)</u>		Areas of Certification
Name of Interviewer:		
<u>3-4-04</u>		
Date of this Interview		

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4

COMMENTS: Analyze std. needs - individual instruction. ability grouping
Every area-standards.

II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
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COMMENTS: Positive & positive expectations - explain why.
Base things on individual needs. to develop fitness.

III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
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COMMENTS: Formal / informal. Base instruction (changes in) on assessments.
Various instructional approaches.
Whole group, then small group.
Integrating curriculum.

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:	<p>Interested in <u>Receiving Specialist</u>. <u>Team teaching</u> referred to. <u>Teamwork</u> - <u>co-planning</u>. <u>Conf.</u> - do not divulge names or incident <u>IEP</u> <u>integrity</u> - proud, be best you can be.</p>				
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATIION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:	<p><u>Understands PSSA/Standards</u></p>				

Previous long-term experience in the district (90 days in same position) with satisfactory performance

6 /1

29 /24

(24)

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

<u>Mark Weathers</u>		Position Applied for
Name of Applicant		
<u>Elem. Ed.</u>		
Areas of Certification		
Name of Interviewer		
<u>3-11-04</u>		
Date of this Interview		

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3

COMMENTS:	<i>Shared reading, guided reading (small table), Word wall Standards-Don't know - every subject</i>				
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4

COMMENTS:	<i>Room arrangement - involve children in decorating my High expectations - Busy, actively engaged room. Peer mediation/Conflict resolution. Hands on. Post-led Don't embarrass. Sequential hierarchy, discipline Deal w/ parents. Lead by example. Small groups - flexible groups. Adaptations & assessments. Use of the board.</i>				
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4

COMMENTS:	<i>- formal to dive curriculum. Ind. - Various - use title people, practice assessments. Eligible content info.</i>				
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TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:	Wants to start Masters program. Workshops - (writers us, Perf. task writing, etc...) <i>grade level WS</i> . Life long learner. Integr. & belief system - higher standard. Confid. & don't talk about kids - or other <i>Team - crucial, plan together - get together right off</i> <i>student of parent</i> <i>School, Staff, Students, parents</i> <i>4</i>				
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	<i>School, Staff, Students, parents</i> <i>4</i>
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality-needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	<i>4</i>
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0 /1

23 /24

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EMPLOYMENT INTERVIEW ANALYSIS

<u>Chad DaPont</u>	
Name of Applicant	Position Applied for
<u>Elem. Ed.</u>	
Areas of Certification	
Name of Interviewer	
<u>2-19-04</u>	
Date of this Interview	

TRAITS	1	2	3	4	RATING
	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:	<p>Read/writ/SPEg/1st: Using chapter books/grouping. Finish w/ a project. Real life connections. Text to text comparison.</p> <p>- Lang Arts/Math / Unfamiliar,</p>				
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:	<p>- Set ground rules first day w/ classroom student input. Consistency. Fairness.</p> <p>- Group work - team lower end w/ better ability. Knowing group dynamics of class.</p>				
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:	<p>Formal - Quizzes/Tests, final.</p> <p>Informal - Portfolio to show growth over period the year.</p> <p>- Methods - Variety, concrete visuals, cover objectives. Use a variety of literature, Teacher recommended books.</p>				

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:	<p>Wants principal papers. <i>How you conduct self, Honesty, Demeanor.</i></p> <p>Team work - <i>works w/</i> peers, exchange ideas, teach lessons for each other. <i>Look at grades at that below.</i> (9th grade)</p> <p>Conf - <i>Keeping things to self. No gossip.</i></p>				
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATON SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1 / 1

24 / 24

25

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EMPLOYMENT INTERVIEW ANALYSIS

<u>Danielle Morris</u>	
Name of Applicant	Position Applied for
<u>Elem. Ed.</u>	
Areas of Certification	
Name of Interviewer	
<u>3-19-04</u>	
Date of this Interview	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:	<p>- Rdg. wait, bid. spkg. workshop, min. lessns, writing prompts. Student free writing.</p> <p>Literature - leveled. Word walls.</p> <p>- All standards - utilized Rdg./art/math in CCGD.</p>				
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:	<p>- Develop rules of student input.</p> <p>Responsive classroom - retaching, modeling,</p> <p>- Assess for levels, individual needs</p> <p>Tracking progress.</p>				
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:	<p>- vary formal/informal</p> <p>PSSA/Preparation</p> <p>No collaboration to see when they are based on the norm</p> <p>Methods - Rdg. fair, workshop</p> <p>Balanced approach</p> <p>active participation center</p>				

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <p> <i>- Masters - undecided major - possibly readings</i> <i>follow distinct initiatives</i> <i>- Int - honesty, strong beliefs</i> <i>- Conf - respect students (HAPPY).</i> </p> <p> <i>Team - collaboration</i> <i>flexibility</i> <i>enthusiasm</i> </p>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATIION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1

124

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant	Megan Porter	Position Applied for
Areas of Certification	Early Childhood Elem. ed.	
Name of Interviewer		
Date of this Interview	3-4-04	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding. <i>Listening Center.</i>	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	2
COMMENTS:	² Reading Centers, Color mentioned SSR. Color coded books (could not mean Accelerated Reader) Likes the points as motivation for ↑ ¹ Standards: Math, Lang. Arts, Health & Sci, (Read about them on the)				
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	2
COMMENTS:	² Described physical layout of classroom. Daily routines. Communicating w/ parents if felt necessary. Journal writing w/ parents. ↗ Individual Needs. ³ multiple intelligences. Howard Gardner. Various activities.				
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	2
COMMENTS:	Portfolios - informal multiple assess criteria formal? allow enough time for proficiency				

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS:	<p>Wants to get Masters Possibly special ed. certificate?</p> <p>Team work - working w/ other teachers/faculty, despite differences.</p> <p>Confidentiality - Keep to self. Not even w/ another faculty member.</p> <p>Integrity - Give it your all.</p>				
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	3
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATIION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	2
COMMENTS:	<p>Some grammar weaknesses - went/gone a/an had wrote</p>				

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0 / 1

14 / 24

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EMPLOYMENT INTERVIEW ANALYSIS

<u>Lori Carr</u>	
Name of Applicant	Position Applied for
<u>Clem Ed.</u>	<u>minor in Spanish</u>
Areas of Certification	
Name of Interviewer	
<u>3-19-04</u>	
Date of this Interview	

TRAITS	1	2	3	4	RATING
	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4

COMMENTS: - 4 blocks - Rdg. first/ last combined. Performance task, w/ rubric. Read aloud exposing new text. Indep. reading. AR tests.
 - Standards - Rdg. Math, Soc, SS, math a lot, but not approved yet?

II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
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COMMENTS: - Stress the positives - work toward earning rewards. Student input in designing rules. ~~Believes she~~ Believes she has good rapport w/ class. mgmt.
 - Look at IEPs inclustion - meet their needs.

III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
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COMMENTS: - Informal - big class w/ a wide & discuss background knowledge. KWL chart. Bell ringers.
 Formal - after a unit of study - not necessarily a test. Can be alternative to written. (Project)
 - hands on - math manipulatives, projects in class. Practice PSSA Open ended questions every week.

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
<p>COMMENTS:</p> <ul style="list-style-type: none"> - Wants to go back to school to focus on an area that she ends up in. - Teamwork - all on same page, Team teaching, use each other as resources. - conf. - can't talk about your students. stays in classroom. Int. - work a value 					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
<p>COMMENTS:</p>					
POISE/ PERSONALITY/ COMMUNICATIION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
<p>COMMENTS:</p>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance 1

23/24

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant	Cheryl Krachkowsky			
Areas of Certification	Position Applied for			
Name of Interviewer	Elen. Ed.			
Date of this Interview	3-11-04			

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS:	<p>Mentioned most components. Standards - mentioned but nearly all implemented</p>				
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:	<p>Discipline plan in portfolio - procedure includes positive reinforcement (motivation) & consequences for neg. Learning style differences</p>				
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS:	<p>Discussed informal assessment: Authentic & performance assessments. Plan lessons around standards. Talked about rubrics.</p>				

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:	<p><i>Interested in Technology - Masters (wants to)</i></p> <p><i>Team work - dialogue constantly - Share what you are doing - Cross</i></p> <p><i>Confidentiality - w/ parents as well as educators.</i></p> <p><i>Integrity - confidently speaking.</i></p>				
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNIATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1

22 /24

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EMPLOYMENT INTERVIEW ANALYSIS

<u>Jennifer Stephanici</u> Name of Applicant	<u>K teacher</u> Position Applied for
<u>Early childhood & Elem. Ed.</u> Areas of Certification	
<u>Kurt Meader</u> Name of Interviewer	
<u>9-24-04</u> Date of this Interview	

Day-care & TSS work.

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3

COMMENTS: Bal. Lit - Read alouds, Library for independent reading, guided reading (left or right), involve parents w/ reading

Standard - Env. area

II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
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COMMENTS: Classroom mgt. - set tone for 1st day. Develop community follow through
equitable long. - variety of assessments, authentic performance tasks,

III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
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COMMENTS: Varieg assessments

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:	<p>Continue ed. (master degree) - workshops + anything to develop skills.</p> <p>Integrity - honesty, set goals</p> <p>Team - professionalism, work w/ team for students</p> <p>Confid. - HIPPA ag. Confidential to avoid embarrassment.</p>				
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNIATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance /1

21 /24

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